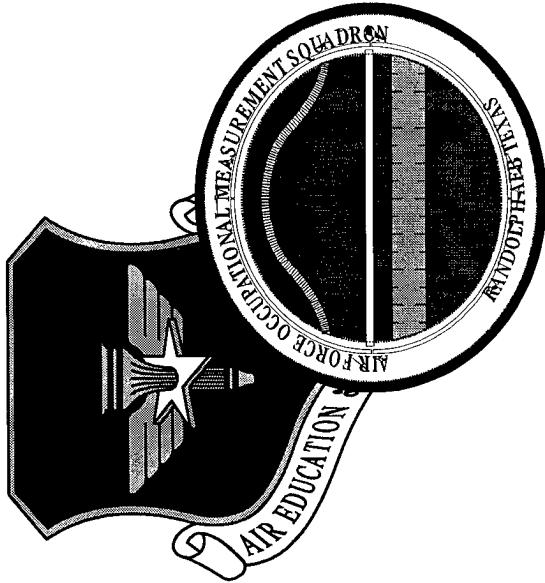


Occupational Survey Report

AFSC 2M0X1 A/B



MISSILE AND SPACE SYSTEMS ELECTRONIC MAINTENANCE

SEPTEMBER 2000

DISTRIBUTION STATEMENT A
Approved for Public Release
Distribution Unlimited

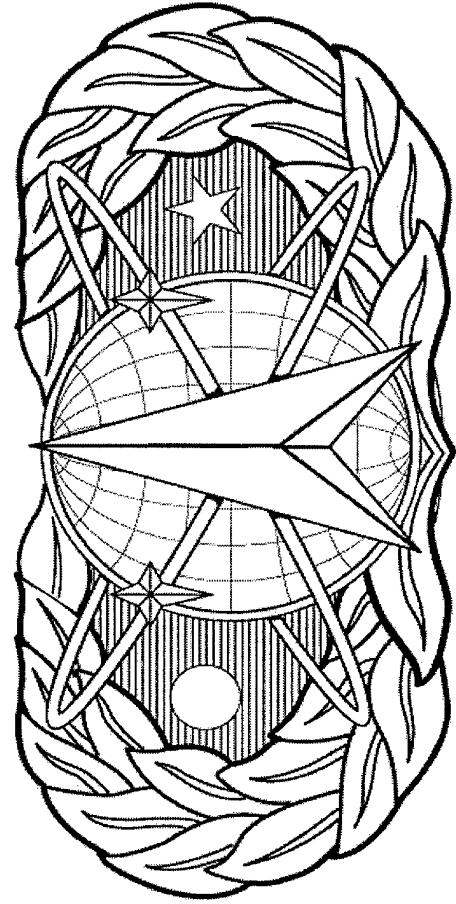
DTIG QUALITY INSPECTED 4

2Lt Jean M. Callaghan
Occupational Analyst
Air Force Occupational Measurement Squadron
Air Education and Training Command

20001116 086

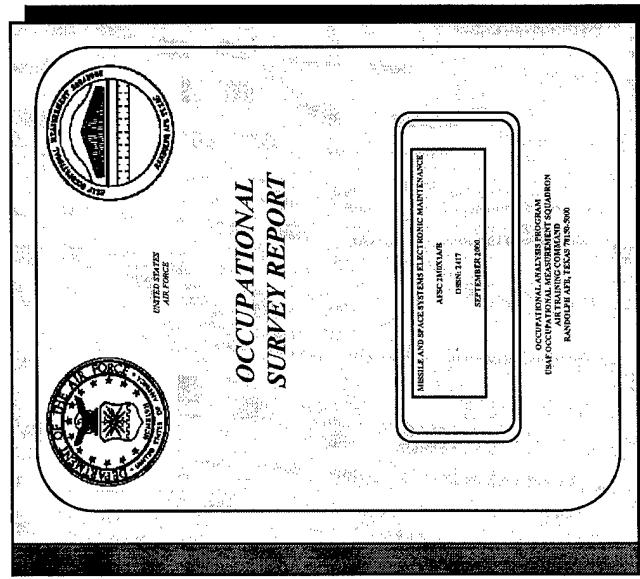
OVERVIEW

- ✓ BACKGROUND
- ✓ CHARACTERISTICS OF SURVEY SAMPLE
- ✓ JOB STRUCTURE
- ✓ CAREER LADDER PROGRESSION
- ✓ FIRST-ENLISTMENT DATA
- ✓ STS & POI ANALYSIS
- ✓ JOB SATISFACTION
- ✓ IMPLICATIONS



SURVEY BACKGROUND

- ✓ SURVEY INITIATED TO:
 - ✓ EVALUATE CURRENT CLASSIFICATION AND TRAINING DOCUMENTS
 - ✓ IDENTIFY CURRENT UTILIZATION PATTERNS



LAST OSR COMPLETED: Dec 98

8-AD 3-, 5-, & 7-Skill Levels

Survey Sample Characteristics

ACTIVE DUTY ONLY

TOTAL ASSIGNED -	957
TOTAL SURVEYED -	843
TOTAL IN SAMPLE -	543 (64% of surveyed)

Average time in career field: 9 yrs 1 mos

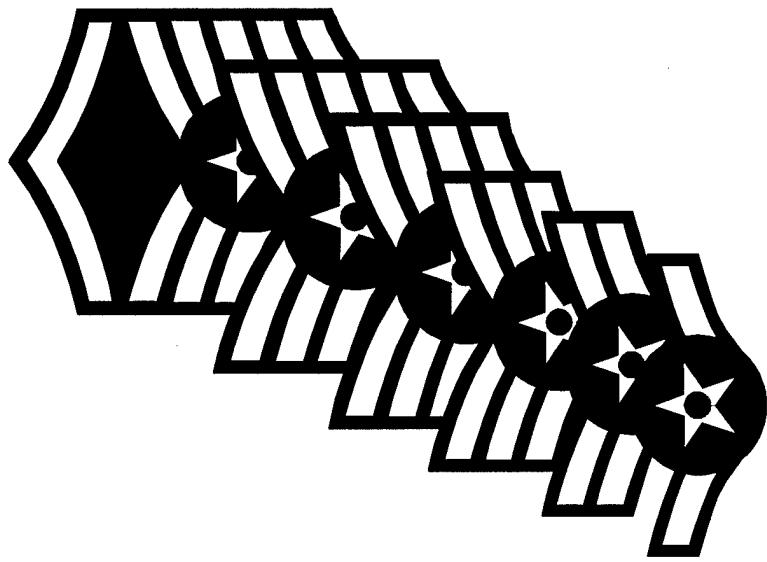
Average total active federal military service: 10 yrs 1 mos

Percent in first enlistment: 28%

CHARACTERISTICS OF SURVEY SAMPLE

SKILL LEVEL DISTRIBUTION ASSIGNED* SAMPLE

3A-Level	14%	13%	13%
3B-Level	13%	8%	
5-Level	47%	51%	
7-Level	26 %	28%	

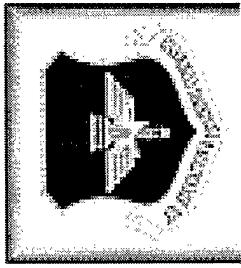


PAYGRADE DISTRIBUTION ASSIGNED* SAMPLE

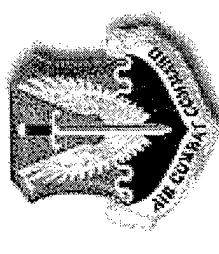
E-1 - E-2	2%	0%
E-3	16%	16%
E-4	25%	24%
E-5	29%	31%
E-6	16%	17%
E-7 - E-8	12%	12%

*AS OF FEB 00

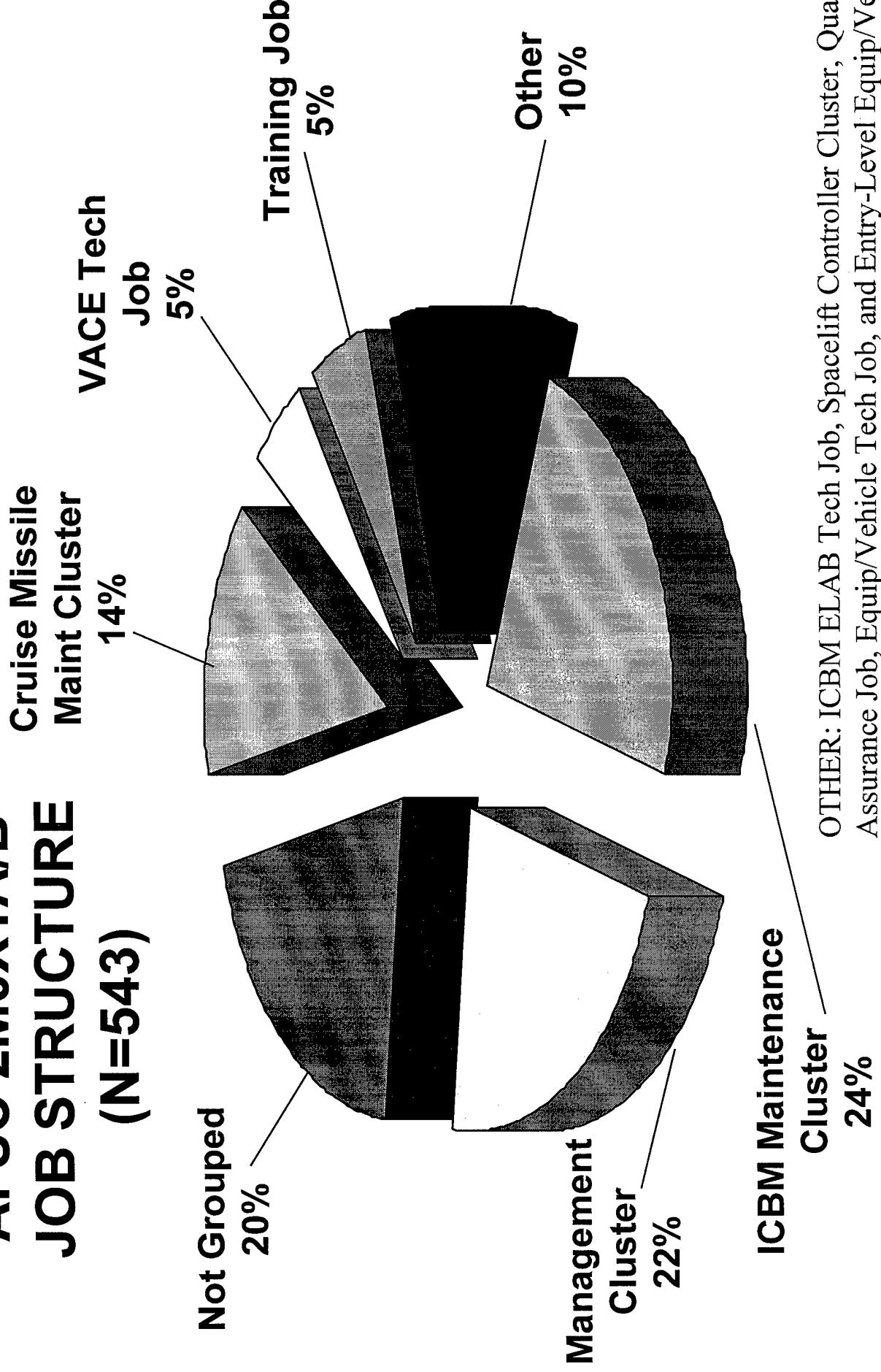
COMMAND REPRESENTATION OF SURVEY SAMPLE



COMMAND	% OF ASSIGNED	% OF SAMPLE
AFSPC	58	58
ACC	34	34
AETC	5	5
AFMC	2	1
PACAF	1	2



AFSC 2MOX1 A/B JOB STRUCTURE (N=543)



DISTRIBUTION OF DAFSC MEMBERS ACROSS SPECIALTY JOBS

	2M031A (N=73)	2M031B (N=38)	2M051 (N=278)	2M071 (N=154)
ICBM MAINTENANCE CLUSTER	0	0	21	8
MANAGEMENT CLUSTER	0	0	17	7
CRUISE MISSILE MAINT CLUSTER	0	3	13	4
VACE TECHNICIAN JOB	0	0	7	5
TRAINING JOB	10	5	13	13
OTHER	5	10	22	16
NOT GROUPED				

RELATIVE TIME SPENT ON DUTIES BY DAFSC

DUTIES/ACTIVITIES	2M031A (N=73)	2M031B (N=38)	2M051 (N=278)	2M071 (N=154)
GENERAL MISSILE MAINTENANCE	■	■	24	■
LAUNCH FACILITY MAINTENANCE	■	0	8	3
MISSILE ALERT FACILITY MAINTENANCE	■	0	4	1
OPERATIONAL TEST LAUNCH	1	0	0	0
ICBM/ELECTRONIC LABORATORY (ELAB)	5	0	5	1
CRUISE MISSILE	*	■	6	3
MISSILE ELECTRIC OR ELECTRONIC SUPPORT EQUIPMENT	*	7	5	2
AIRCRAFT PYLONS OR ROTARY LAUNCHERS	0	6	2	1
SPACELIFT ACTIVITIES	0	0	4	6
RESEARCH AND DEVELOPMENT	1	0	1	0
MANAGEMENT AND SUPERVISORY	0	0	18	
GENERAL ADMIN AND TECH ORDER SYSTEM	1	4	9	
TRAINING	0	1	10	9
GENERAL SUPPLY AND EQUIPMENT	7	5	4	4

Less than 1 percent

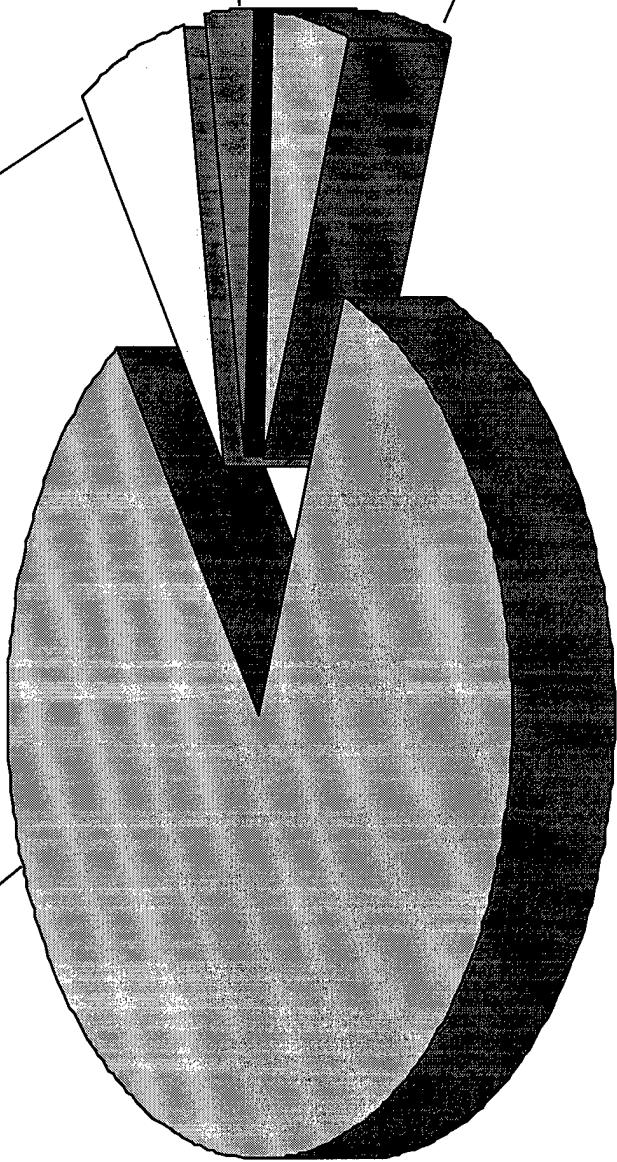
AFSC 2M0X1A
FIRST ENLISTMENT
JOB STRUCTURE
(N=72)

ICBM Maintenance
Cluster
85%

Entry-Level
Equip/Veh
Tech Job
7%

Equip/Veh
Tech Job
3%

Not
Grouped
5%



Representative Tasks Performed By 2M0X1A First-Enlistment Personnel

TASKS	PERCENT MEMBERS PERFORMING (N=72)
A0070 Perform functional checks	86
A0067 Perform electrostatic discharge procedures	83
A0064 Perform code handling duties	83
B0168 Perform normal launch facility (LF) entry or exit procedures	81
B0155 Inspect or maintain telescoping ladders	81
B0149 Inspect or maintain secondary doors	81
B0144 Inspect or maintain LF storage batteries	81
B0126 Change lock combinations	81
B0138 Inspect or maintain LF distribution boxes	81
A0125 Troubleshoot electronic components	79
B0150 Inspect or maintain security pit vault doors	79
B0170 Perform power fault to ground checkouts	79
C0192 Inspect or maintain missile alert facility (MAF) consoles	79
B0152 Inspect or maintain security system drawers	78
B0169 Perform normal missile shutdown procedures	78
C0200 Inspect or maintain MAF storage batteries	78

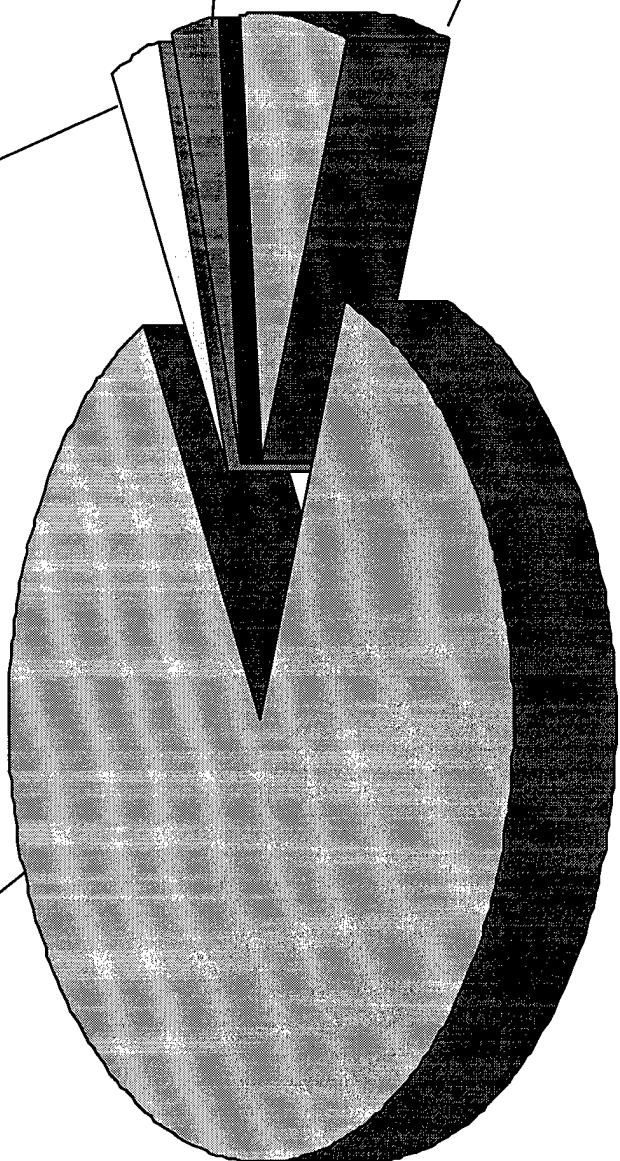
AFSC 2M0X1B
FIRST ENLISTMENT
JOB STRUCTURE
(N=31)

**Cruise Missile
Maintenance
Cluster**
87%

**Entry-Level
Equip/Veh
Tech Job**
3%

**VACE Tech
Job**
3%

**Not
Grouped**
7%



Representative Tasks Performed By 2MX1B First-Enlistment Personnel

TASKS	PERCENT MEMBERS PERFORMING (N=31)		
	F0384	F0383	F0379
Perform cruise missile transfers	94	94	90
Perform cruise missile safe status checks	94	94	90
Perform cruise missile Level 1 checkouts	90	90	90
Deploy or stow cruise missile aerosurfaces	87	87	87
Crate or uncrate missiles	87	87	87
Remove or install cruise missile engines	87	87	87
Perform cruise missile environmental control system (ECS) leak checks	84	84	84
Perform cruise missile transports	84	84	84
Clean missile surfaces	84	84	84
Perform cruise missile receipt inspections	84	84	84
Repair desiccant assemblies	84	84	84
F0427			
Fuel or defuel cruise missiles			81
F0371			81
Remove or install cruise missile desiccant assemblies			81
F0405			81
F0378			81
F0417			81
F0377			81

SPECIALTY TRAINING STANDARD (STS) REVIEW FOR 2M0X1A and 2M0X1B

- ❖ 2M0X1A STS is well supported
- ❖ 2M0X1B STS should be reviewed for proficiency coding

⇒ Several technical tasks not referenced to the 2M0X1A and 2M0X1B STS elements

Examples of 2M0X1B Technical Tasks Performed By More Than 20 Percent And Recommended For Possible Proficiency Review

Tasks	Percent Members Performing	Tng 1 ST 1 ST 3B-SKL Task Emph JOB ENL LVL Diff				
		(N=10)	(N=31)	(N=38)		
5 COMMON MAINTENANCE PRACTICES						
5d Corrosion Identification	A	3.21	80	71	66	3.94
A0066 Perform corrosion control procedures						
8c DESCRIBE MISSILE MAINTENANCE PROCESSES						
8c(2) Missile fuel/defuel/emergency refueling	A	1.12	80	84	76	5.83
F0371 Fuel or defuel cruise missiles		1.04	40	61	58	6.26
F0376 Perform cruise missile emergency defuels						
8c(3) Missile general repair	b	1.25	90	84	79	2.47
A0010 Clean missile surfaces		1.54	30	55	50	5.26
A0017 Evaluate damage to missile surfaces						

* Average TD Rating is 5.00

** Average TE Rating is 1.01; Standard Deviation is 1.22 (High TE = 2.23)

Job Satisfaction

Current Sample VS Comparative Sample

	1-48 Mos TAFMS			49-96 Mos TAFMS			97+ Mos TAFMS		
	2M0X1A	2M0X1B	Comp	2M0X1	Comp	2M0X1	Comp	2M0X1	Comp
Indicator:	(N=72)			(N=31)			(N=4646)		
Job is interesting	76	45	53	72	53	56	78	71	71
Talents utilized	82	58	80	80	70	70	86	83	83
Training utilized	64	84	84	84	81	81	70	70	83
Sense of accomplishment	90	80	80	85	64	64	74	72	72
Plan to reenlist	79	52	52	72	72	61	68	69	69

Comparative Sample: Logistic career ladders surveyed in 1999
64 **58**

Job Satisfaction

2000 Sample VS 1998 2M0X1A/B Survey

<u>Indicator:</u>	1-48 Mos TAFMS			49-96 Mos TAFMS			97+ Mos TAFMS				
	2000	2000	1998	2000	1998	2000	2000	1998	2M0X1	2M0X1	2M0X1
2M0X1A 2M0X1B 2M0X1 (N=72) (N=31) (N=224)											
Job is interesting	76	45	60	72	65	73	78	76			
Talents utilized	82	58	65	80	80	73	86	83			
Training utilized	90	80	78	84	76	76	70	73			
Sense of accomplishment	79	52	63	64	64	67	74	72			
Plan to reenlist	64	58	56	72	72	70	68	78			

Job Satisfaction Across Clusters and Jobs

Indicator:	ICBM Maint (N=132)	Mgt (N=122)	Crs Mssl (N=78)	VACE Tech (N=27)	Training (N=26)
Job is interesting	84	81	63	93	85
Talents utilized	87	88	71	96	88
Training utilized	95	65	82	100	69
Sense of accomplishment	79	79	63	74	92
Plan to reenlist	70	48	76	78	88

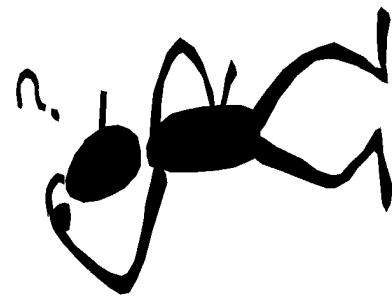
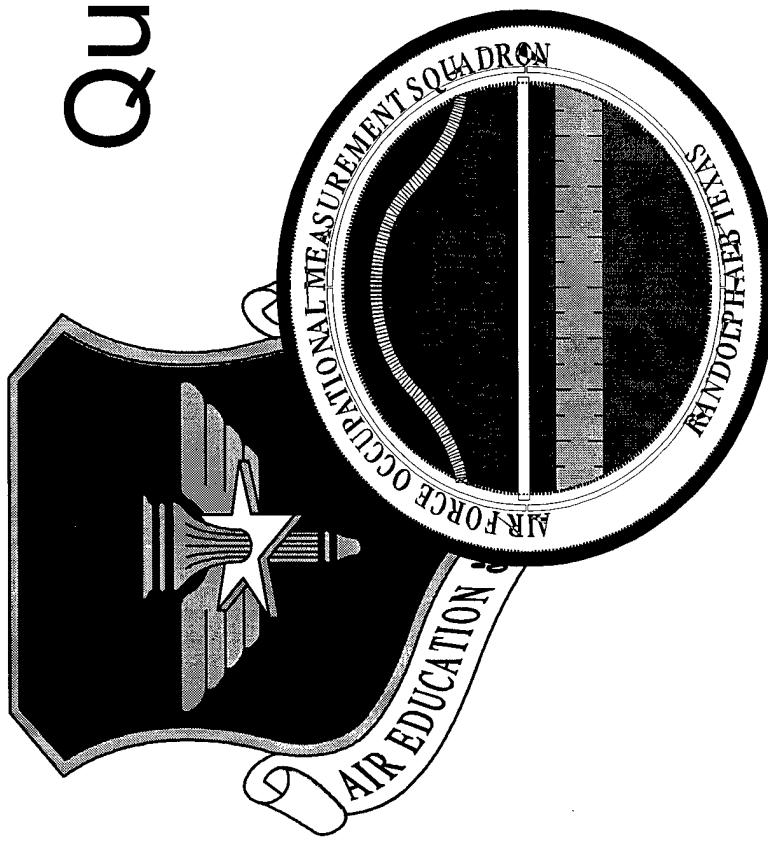
Job Satisfaction Across Clusters and Jobs

Indicator:	Spclft Cntrller (N=19)	ICBM ELAB Tech (N=19)	Quality Assur (N=11)	Equip/Veh Tech (N=7)	Entry-Lvl Equip/Veh (N=7)	
					Equip/Veh Tech (N=7)	Entry-Lvl Equip/Veh (N=7)
Job is interesting	74	84	73	29	71	71
Talents utilized	63	95	100	71	86	86
Training utilized	63	95	100	43	57	57
Sense of accomplishment	53	79	64	57	86	86
Plan to reenlist	84	84	82	57	57	57

IMPLICATIONS

- ❖ Present classification structure reflects jobs being performed
 - ❖ **3A-skill levels -- ICBM Maintenance Cluster**
 - ❖ **3B-skill levels -- Cruise Missile Maintenance Cluster**
 - ❖ **5-skill levels are performing some management & supervisory tasks, but the majority of their activities consists of technical tasks**
 - ❖ **7-skill levels performing primarily in management & supervisory tasks**
- ❖ 2M0X1A STS is well-supported; 2M0X1B STS requires review for proficiency coding
 - Tasks not referenced should be reviewed
- ❖ Job satisfaction indicators:
 - ❖ **Job satisfaction is overall higher for this career field than the comparative sample**
 - ❖ **ICBM shred is higher than Cruise Missile shred across all categories**

Questions?



- ◆ VISIT AFOMS AT OUR WEB SITE:

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Delivery Date: October 2000 SKT Team Scheduled: March 2001

Next U&TW Date: August 2001